1300 Pennsylvania Avenue, NW
Washington, DC 20229

JUL 03 2014

U.S. Customs and Border Protection

Commissioner

MEMORANDUM FOR: ALL CBP EMPLOYEES

FROM: R. Gil Kerlikowske RNK
Commissioner

SUBJECT: U.S. Customs and Border Protection
Diversity and Inclusion Policy Statement

It is the policy of U.S. Customs and Border Protection (CBP) to continue our efforts to build and advance a diverse and inclusive Federal law enforcement organization in which the knowledge, skills and abilities of all employees are fully utilized to achieve our demanding mission. Our diverse and professional workforce interacts with international travelers from around the world every day, and we must remember that to these individuals, we represent the United States of America. By reflecting America's diversity, each day CBP is able to provide a wide range of ideas and innovative solutions making us a stronger, more effective organization.

Therefore, to continue to build CBP, and sustain our reputation as the premier border enforcement agency in the world, we must fully utilize the benefits of diversity and inclusion management principles to maintain a positive work environment where both similarities and differences of individuals are acknowledged and valued. To fully integrate the ideals of diversity and inclusion in the workplace, we must enhance our management practices, employee recruitment, and employee engagement including developing policies, training and practices to improve diversity in all job categories. In addition, to demonstrate our commitment to the highest aspirations of diversity and inclusion, we must continue to implement CBP's multi-year Diversity and Inclusion Strategic Plan, which is a concerted effort to advance and honor the diversity that our employees bring to the workplace, encourage respect, and serve as a catalyst to achieve our homeland security mission.

I encourage all employees to learn more about and fully embrace the principles necessary to build a more diverse and inclusive work environment. At CBP, we don't simply espouse the concepts of diversity and inclusion, they are a fundamental part of who we are. We live these concepts every day, in every interaction we have with our co-workers and members of the trade and travelling public.

Please join me in celebrating and expanding the very foundation of what we are: a strong, resilient, multi-talented and diverse workforce.